

## Australian Broadcasting Corporation

### ABC TV NEWS CHANNEL

1. The ratio of female front of camera staff to male front of camera staff employed by the ABC NEWS TV CHANNEL – this includes programme hosts and reporters.

Ratio = 1.5 to 1

2. The total number of female front of camera staff to male front of camera staff employed by the ABC NEWS TV CHANNEL – this includes programme hosts and reporters:

Female – 12

Male – 8

**Total – 20**

3. The total number of female staff and the total number of male staff employed in aggregate by the ABC TV NEWS CHANNEL.

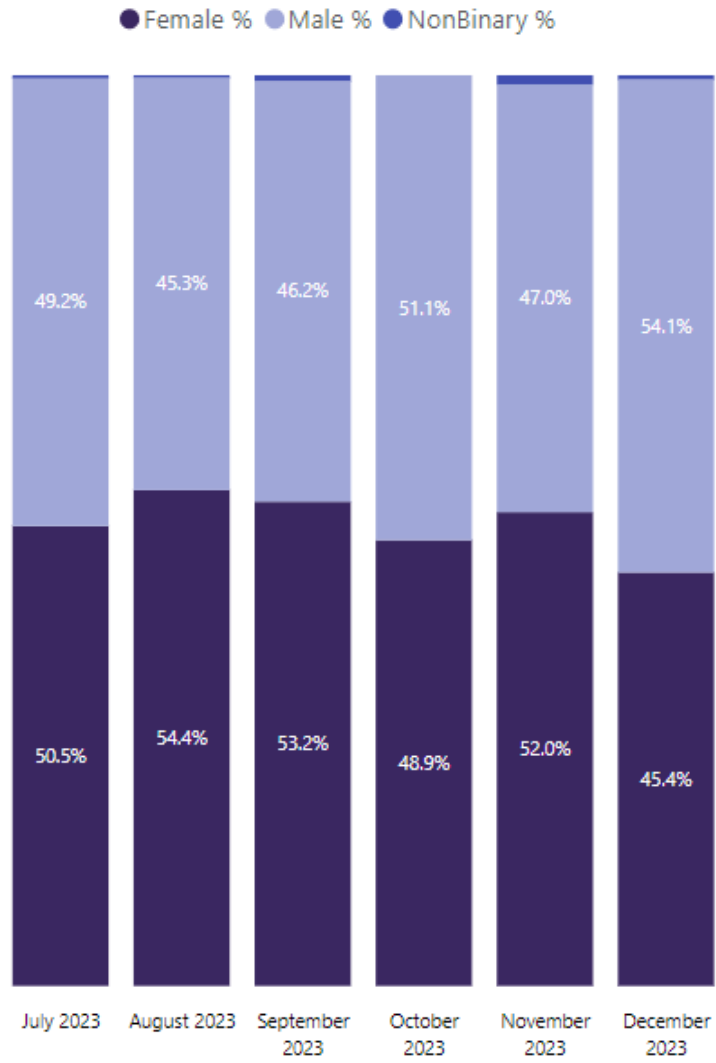
Female – 59

Male – 32

**Total – 91**

#### Notes:

1. Based on employees as at 31 December 2023.
2. Includes casual employees.
3. Employees temporarily acting in a position are recorded based on their acting position.



Guests by gender at ABC NEWS CHANNEL  
between 1 July and 31st December 2023

# ABC Enterprise Agreement 2022-2025



Australian  
Broadcasting  
Corporation

### 3. Definitions

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- 3.1.1 “ABC” means the Australian Broadcasting Corporation.
- 3.1.2 “Act” means the *Fair Work Act 2009* (Cth).
- 3.1.3 “MEAA” means the Media Entertainment and Arts Alliance.
- 3.1.4 “CPSU” means the Community and Public Sector Union.
- 3.1.5 “Delegate” means the person authorised by the ABC as its delegate from time to time in relation to a particular matter.
- 3.1.6 “Identified Position” means a position for which one of the selection criteria is membership of one of the groups identified in the positive discrimination or special measures provisions of federal anti-discrimination law (including but not limited to the *Age Discrimination Act 2004* (Cth), *Disability Discrimination Act 1992* (Cth), *Sex Discrimination Act 1984* (Cth) or *Racial Discrimination Act 1975* Cth)), or the ABC’s Diversity and Inclusion Plan.
- 3.1.7 “Long term assignment” means an overseas assignment of more than six months.
- 3.1.8 “Minimum rate of pay” means an employee’s applicable Salary Rate under Schedule A or Schedule B, unless, in respect of Band 9 only, a greater amount is specified in their contract of employment.
- 3.1.9 “NES” means the National Employment Standards under the Act.
- 3.1.10 “Prescribed nominal daily hours” for a full-time employee means:
- a. 7 hours 36 minutes for employees working a two-weekly cycle; or
  - b. 8 hours for employees working a four-weekly cycle.

### 4. Coverage and Parties Bound

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- 4.1.1 Subject to subclause 4.1.2, this Agreement covers:
- a. the ABC;
  - b. the Community and Public Sector Union (subject to the CPSU meeting the requirements to be a party under the Act); and
  - c. the Media Entertainment and Arts Alliance (subject to MEAA meeting the requirements to be a party under the Act); and
  - d. all employees of the ABC (other than those described in subclause 4.1.2 below),

## Part D Recruitment

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### 13. Advertising and Selection

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#### 13.1 Guidelines

- 13.1.1 The ABC's Recruitment and Selection Guidelines do not form part of this Agreement. In the event of inconsistency, the Agreement will prevail.

#### 13.2 Advertising

- 13.2.1 All vacancies will be advertised, except where:
- a. the vacancy is expected to be for 6 months or less duration;
  - b. the vacancy relates to a key program or project requiring the skills and attributes of a particular person, which may involve canvassing potential candidates on a discreet basis;
  - c. the vacancy is to be filled by transfer or redeployment;
  - d. the vacancy is to be filled by the appointment of an employee on return from a temporary assignment or period of approved absence where there is a statutory obligation on the ABC to place them in a similar position to the one previously held;
  - e. a suitable candidate for the vacancy has already been identified through a selection process conducted within the last 12 months (from the close of advertising) for a similar or generic role;
  - f. the vacancy is a Run of Show engagement and is to be filled by an employee on an existing Run of Show engagement, or an employee who has received an offer of further Run of Show employment in accordance with subclause 14.3.9; and
  - g. the vacancy is to be filled by the appointment of the current temporary incumbent, provided they have been employed in the position for a period of 6 months or more and have previously undergone a documented selection process for that position.
- 13.2.2 In the event that the ABC has determined it will not advertise a short-term or long term vacancy for an Identified Position, and the ABC is not relying on subclauses 13.2.1.b, 13.2.1.c, 13.2.1.e and 13.2.1.g, the ABC will during the recruitment process, notify employees in writing that the vacancy is an Identified Position and the reason for the advertising exemption, to ensure that any staff who meet the new criteria are able to express an interest and/or apply for the vacancy.

### 13.3 Selection for Short Term Vacancies

13.3.1 Where a vacancy is expected to be greater than 6 months but not more than 12 months' duration, the manager will document the selection, which will be based on merit, as well as having regard to operational requirements. For the avoidance of doubt, selection based on merit does not preclude the manager having regard to the ABC's Diversity and Inclusion Plan, as amended from time to time.

### 13.4 Selection for Long Term Vacancies

13.4.1 A Selection Panel will be formed for all advertised vacancies greater than 12 months, except where:

- a. the vacancy relates to a key program or project requiring the skills and attributes of a particular person, which may involve canvassing potential candidates on a discreet basis;
- b. the vacancy is to be filled by transfer or redeployment;
- c. the vacancy is to be filled by the appointment of an employee on return from a temporary transfer or period of approved absence where there is a statutory obligation on the ABC to place them in a similar position to the one previously held;
- d. a suitable candidate for the vacancy has already been identified through a selection process conducted within the last 12 months (from the close of advertising) for a similar or generic role;
- e. the vacancy is to be filled by the appointment of the current temporary incumbent provided they have been employed in the position for 6 months or more and have previously undergone a documented selection process for that position;
- f. there is only one applicant for the vacancy; or
- g. the vacancy is a Run of Show engagement and is to be filled by an employee on an existing Run of Show engagement or whose Run of Show engagement has expired within four weeks of the vacancy being approved to fill.

13.4.2 The Selection Panel will consist of more than one person and will make recommendations regarding appointment but does not have authority to appoint an applicant to the vacant position.

13.4.3 The ABC's nominated delegate will make the decision regarding appointment to the vacant position (**Selection Decision**).

**13.5 Internal Candidates**

- 13.5.1 Where a Selection Panel has been formed in accordance with subclause 13.4.2;
- a. all internal applicants for the vacancy who meet all of the selection criteria will be interviewed, subject to 13.5.1.b;
  - b. in circumstances where there are more than three internal applicants who are assessed as meeting all of the selection criteria:
    - i. there may be further short listing processes to identify the best candidates, which may include asking candidates to undertake a further task; and
    - ii. after this process has been undertaken, a minimum of the three best internal applicants will be interviewed.

60.2.3 The disputes procedure in subclause 60.1 does not apply to a dispute regarding a Selection Decision under clause 13. These disputes will be dealt with in accordance with subclause 60.3 – Right of Appeal Against a Selection Decision. However, a party to the dispute may still refer the matter to the Fair Work Commission for conciliation only, independently of subclause 60.3.

### **60.3 Right of Appeal Against a Selection Decision**

60.3.1 Subclauses 60.1.1 to 60.1.3 apply to a dispute regarding a Selection Decision. Once those steps have been followed, the provisions below will apply.

60.3.2 An ABC employee, who is an applicant for a vacancy which has been the subject of a Selection Panel assessment, may apply to the Fair Work Commission for it to deal with a dispute which is an appeal against a Selection Decision where that decision is based on any alleged:

- a. non-observance of due process;
- b. unlawful discrimination;
- c. patronage or favouritism by a Selection Panel.

60.3.3 An application by an ABC employee must be in the form prescribed by the Act.

60.3.4 The application must be lodged within 7 days after the date of notification to an employee that they have been unsuccessful in their application for the position in question.

60.3.5 There is no right of appeal against:

- a. a Selection Decision based on merit;
- b. a Selection Decision to a position involving a joint venture;
- c. a Selection Decision involving an external appointment; or
- d. a Selection Decision in respect of a vacancy where the vacancy duration is 12 months or less.

60.3.6 On receipt of an application for a dispute resolution process under this clause, the Fair Work Commission will establish a Selection Committee Assessment Panel. The Panel will be comprised of three people:

- a. an independent chairperson nominated by the Fair Work Commission;
- b. a person nominated by the ABC; and
- c. the appellant's nominee who must be from outside the appellant's work area.



If the appellant does not appoint to the Selection Committee Assessment Panel a nominee from outside their work area within 14 days, then the ABC may appoint a person from outside the appellant's work area.

60.3.7 The Panel can only consider the due process of the selection in accordance with clause 13 and this subclause 60.3 and not the question of merit. The Panel will determine the matter within 21 days of receiving the appeal and will provide reasons for their decision in writing. The burden of proof will rest with the appellant.

60.3.8 Where the Panel determines that due process was not observed and that the non-observance had an adverse or detrimental impact on the selection process, the appeal will be upheld and the Selection Decision declared void. If the vacancy is to be filled, the ABC will convene a new selection committee and observe due process. The ABC will retain the right to appoint the employee of its choice in an acting capacity, pending the determination of the appeal.

60.3.9 Where the appeal has been disallowed, the selection is automatically confirmed.

60.3.10 The provisions of subclause 60.1.6 will apply during the process under this subclause 60.3.

#### 60.4 **Reconsideration and Appeal Against an Appraisal Decision**

60.4.1 Notwithstanding employees' right of appeal under the provisions of this subclause, it is expected that an employee will raise any matter of concern regarding their Job Plan or performance feedback as soon as it arises during the cycle.

60.4.2 If an employee disagrees with their appraisal rating, or an employee in Bands 1 - 8 disagrees with the salary outcome of their appraisal or believes both that they have been regularly performing and were required to perform tasks beyond the level specified in their Job Plan, (**Appraisal Concerns**), in the first instance the employee should raise this with their Manager/Supervisor for discussion in an effort to resolve their concerns.

60.4.3 If the employee's discussions with their Manager/Supervisor do not resolve the Appraisal Concerns, the employee may, within 14 days of the Appraisal Outcome write to People & Culture to seek a Reconsideration. The employee will state the reasons they consider the rating or Job Plan was unfair or failed to take into account relevant factors. The employee may provide material in support of the request for reconsideration, including information from two referees.

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# ABC MEETS THE 50:50 CHALLENGE

Posted 28th April 2021

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ABC NEWS has met the BBC’s international 50:50 Project challenge to achieve equal representation of female and male interviewees and commentators in its news coverage across the month of March.

The ABC was one of 41 media organisations around the world to join in the March Challenge, of which half reached the 50:50 target.

The ABC’s overall March result was 51% female voices, with three-quarters of the 48 participating editorial teams achieving 50:50 or better. When they first began tracking, below a third of teams were achieving this.

David Anderson, ABC Managing Director, says: “As the national public broadcaster, the ABC has a special obligation to lead the way on gender equality in the Australia media and ensure our news coverage fairly represents our society. Also, including a full range of voices and perspectives simply makes our content better.

“However, the challenge is far from over. We have more work to do to consolidate this achievement and continue to improve our

performance in areas and topics which remain overly male dominated in our coverage.

“We’re also broadening our focus to include other under-represented groups: Indigenous Australians, people from culturally and linguistically diverse communities and people with a disability.”

Tim Davie, BBC Director-General, says: “The 50:50 Project continues to enrich BBC’s content with new voices, helping us to reflect the audiences we serve.

“With our external partners, we are now also seeing a real impact beyond the BBC on a global scale. I encourage any organisations interested in taking up the challenge to get involved.”

**The ABC has been inspired and supported in this work by many champions and leaders. Here are some of their thoughts:**

“It’s been brilliant to see the ABC embrace the 50:50 project. For years, the economic experts rolled out on TV and radio and in print were almost exclusively older men. This was a bit stale and created issues with the perception of economics – many younger women just couldn’t see themselves in the profession.

“The 50:50 project has been a game changer. The diversity of voices in economics stories on the ABC has improved markedly. There have been so many great female economists featured but I think getting producers to look further afield has also led to greater diversity in age, cultural background and perspectives. This has improved the economic conversation and made it more dynamic.”

**– Danielle Wood, President, Economic Society of Australia and co-founder of the Women in Economics Network**

“A thunderous congratulations to the ABC and every single employee who has worked hard to shift that dinosaur gender dial! This push towards a fairer, truer representation of women does not happen by osmosis or trickle-down. Nor does it just happen with time. It takes concerted effort! Design. And willful determination.

“Ensuring women are seen and heard in news media as leaders, experts, commentators, opinion makers, and valued contributors, is critical to strengthening our democracy. Yet women need to “see it” to believe we can “be it”.

“Some of us have been trying to force this change for decades. Others have been at it for centuries! The power of this cultural shift cannot be underestimated. But it could only become reality with the methodical muscle and genuine leadership the ABC’s 50:50 Project team has demonstrated. Bravo!”

**– Virginia Haussegger, founding Director of the 50/50 by 2030 Foundation**

“The work of the ABC 50:50 Project is to be applauded. Australian society comprises men and women equally, therefore men and women must equally share representation across government, business, civic society and the media. Equal representation always matters — it supports critical thinking, diversity in thought and ultimately better outcomes for all.

“As a publicly funded broadcaster, the ABC must represent the voices of all Australians. Showcasing the voices of men and women equally provides an excellent foundation for fair and inclusive, and ultimately more interesting and educative reporting.”

**– Carol Schwartz, Founding Chair, Women’s Leadership Institute Australia**

“The media plays a powerful role in influencing public opinion and behaviour. As the nation’s public broadcaster, Australians place immense trust in the ABC’s journalistic integrity and thus its ability to show us what – and who – matters. By not limiting its coverage to those at the top of existing power structures, the ABC has stepped up and held itself accountable to that trust.

“They are leading by example in ensuring fair and respectful representation for people of all genders and backgrounds in public media.

“By undertaking the 50:50 project and committing to reporting on its progress, the ABC is signaling that gender equity and diversity matter to them; that it should matter to Australia; and most importantly that fair gender and diversity representation is essential to providing news coverage that is unbiased and fully informed.

“Including women’s voices sends the message that their views are welcome and their expertise is of value to society.”

– **Wafa El Adhami, CEO Science in Australia Gender Equity Ltd (SAGE)**

“The 50:50 target is not difficult to achieve if our newsrooms delve more into what our society really looks like and think a bit more creatively about the voices available in our communities for commentary, views, opinions and as the focus of news content. News and its content will always be about men and their deeds until more women are given voice and sought out for the view, opinions and reactions.”

– **Wayne Burns, Executive Director, Centre for Corporate Public Affairs**

“The ABC was one of the first partners to join the BBC in implementing 50:50 and together we’re creating real impact. The ABC’s fantastic March challenge results prove women’s voices are now being heard more than ever on the Australian broadcaster. This is truly significant, as BBC audience research shows featuring more women can increase our audiences’ enjoyment of what they see, hear or read. In fact, increasing women’s representation has led to some consuming more of our content.

“At the BBC we are proud that our partnership with ABC goes beyond gender. Over the last year we have been piloting how we can use the principles of 50:50 to increase the voice of other underrepresented groups, such as ethnic minorities. The early signs are good and together we will continue to embed this work. As a partnership we will not stop innovating to meet our joint mission: to create content that better reflects our world.”

– **Nina Goswami, BBC Creative Diversity Lead for 50:50 and News**

**Links:**

- [The 50:50 Equality Project](#)
- [How our 50:50 Project aims to increase the representation of women on ABC NEWS](#)
- [How the ABC NEWS 50:50 project is transforming our coverage of women in sport](#)
- [BBC 2021 Impact Report](#)

**Media contact**

Sally Jackson |ABC Communications

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**ABC Publicity Media Room**

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# 50:50 The Equality Project



- *“The 50:50 project has been a game changer.”*
- *“Ensuring women are seen and heard in news media as leaders, experts, commentators, opinion makers and valued contributors is critical to strengthening our democracy.”*
- *“Equal representation always matters — it supports critical thinking, diversity in thought and ultimately better outcomes for all.”*
- *“Fair gender and diversity representation is essential to providing news coverage that is unbiased and fully informed.”*
- *“News and its content will always be about men and their deeds until more women are given voice and sought out for the view, opinions and reactions.”*

## A message from David Anderson, ABC Managing Director



The ABC plays a unique and vital role in the Australian media and in our national life. Central to serving our community and living up to the ABC Charter is ensuring all Australians can see themselves represented in our coverage and programming.

For the past two years an important initiative to help us achieve that has been the **50:50 Project** running within ABC NEWS. The 50:50 Project was part of a **global BBC initiative** designed to tackle the severe under-representation of women's voices in the public sphere. Around the world, including in Australia, as few as **one in four people** represented in the news media are women. Progress in improving representation over the past 25 years has been described as "glacial".

As the national public broadcaster, the ABC has a special obligation to lead the way on gender equality in the Australia media and ensure our news coverage fairly represents our society. Also, including a full range of voices and perspectives simply makes our content better.

The 50:50 Project got underway in earnest within the ABC NEWS division in December 2018. When it began, men's voices dominated our coverage as interviewees and expert contributors – overall the male/female split was around 70/30.

Two years on, I'm incredibly proud to report that in March 2021 we achieved the target of having female and male interviewees and contributors equally represented. In fact, the exact March result was 51 per cent female voices.

I congratulate everyone at the ABC who has contributed to making this project a success, in particular the dedicated and hard-working members of the 50:50 team. Your determination and efforts are helping change the media – and our nation – for the better.

However, the challenge is far from over. We have more work to do to consolidate this achievement and continue to improve our performance in areas and topics which remain overly male dominated in our coverage.

We're also building on the success of the 50:50 Project to expand to the 50:50 Equality Project. The focus will broaden from gender to include other under-represented groups Indigenous Australians, people from culturally and linguistically diverse communities and people with a disability.

The 5050 Equality team will be:

- Working to diversify and build the ABC's contact database
- Introducing an updated, simple tracking system to help drive the editorial discussion to increase the diversity of Australian voices in our stories
- Building connections with the communities we want to reach
- Sharing audience data and other research to inform commissioning



- Experimenting with content, storytelling and distribution techniques to reach new audiences

There's no doubt we have significant work to do, but we have shown that when we work together we can achieve great outcomes – and tell more stories that reflect Australia and the lives of all Australians.

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## The 50:50 Project – your questions answered

### **What is the 50:50 Project?**

There are two main facets to the 50:50 Project. Firstly, working to increase the contribution of women as expert talent and contributors across our programming.

Secondly, developing and commissioning more content that women find relevant and interesting. There is no such thing as a “woman’s story”, but we are working to deliver more stories that prioritise women’s experiences and perspectives.

### **When did the 50:50 Project start?**

After lots of discussion about how to accelerate change throughout 2018, spearheaded by a working group of senior editorial staff (men and women), we formally kicked off the initiative in December 2018, and joined the BBC’s global 50:50 Project in early 2019

### **Why is the ABC doing this?**

To make our journalism better and ensure we’re relevant to more Australians.

In an era where audiences have more choices, we’re constantly thinking about how to make our news offering more appealing and relevant to the audiences that we serve — and that includes women.

Women represent more than half the population of Australia and we have an obligation to represent as wide a variety of their views as possible and ensure our stories speak to them on topics and issues that are important to them.

## How does the 50:50 Project work?

Teams record the gender of interviewees and the data is discussed in regular editorial meetings.

Teams only count talent they can influence or choose. For instance, they do not count someone such as the Prime Minister when giving a speech or an eyewitness to a crime scene as they are essential talent for the story. We cannot tell the stories without these people and we have no control over who they are.

However, teams do count expert commentators used in stories, as they can choose whether a male or female expert is used. You can read more about the methodology on the BBC's website. (insert: <https://www.bbc.co.uk/5050/methodology>)

## Does this mean less qualified women are being interviewed instead of more qualified men?

No. The No 1 rule is to always interview the best person for the story, regardless of their gender.

## How does the ABC compare to the other Australian media?

In August 2020, Media Diversity Australia released a report called “[Who Gets to Tell Australian Stories?](#)” which examined representation of cultural diversity in television news and current affairs in Australia. While ABC News performed well in the report compared to the overall television sector, we know we have significant work to do to live up to the goals we have set for ourselves. You can [read the ABC's full response to the report](#).

## Why does 50:50 only focus on women, not other under-represented groups?

50:50 began by addressing the issue of gender balance, but we're now expanding this work into the **50:50 Equality Project**, which will include other under-represented groups in our society: people with disability, culturally diverse communities and Indigenous Australians. We want to better represent the diversity of our population and tell more stories that are relevant to all Australians.

## What happens next?

The ABC will pilot tracking broader diversity in the first half of 2021, with the aim of rolling this out alongside inclusive editorial training to all teams by the end of the year. Once teams have established a baseline for their representation, they will set individual goals for improvement.

ABC is making it a priority in 2021 to connect with the communities we want to reach, broaden our contacts books, experiment with our storytelling and ensure that we are being not only representative but relevant to as many Australians as possible.

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## Working together

The ABC is not doing this work alone. We're grateful for the invaluable contributions and inspiration from women's networks and industry leaders around Australia, including:



**Danielle Wood, President, Economic Society of Australia and co-founder of the Women in Economics Network**

“It’s been brilliant to see the ABC embrace the 50:50 project. For years, the economic experts rolled out on TV and radio and in print were almost exclusively older men. This was a bit stale and created issues with the perception of economics – many younger women just couldn’t see themselves in the profession.

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“They are leading by example in ensuring fair and respectful representation for people all genders and backgrounds in public media.

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“Including women’s voices sends the message that their views are welcome and their expertise is of value to society.



**Virginia Haussegger, Adj Professor, Institute for Governance & Policy Analysis, University Canberra; founding Director of the 50/50 by 2030 Foundation. Host of BroadTalk. 2019 AC Australian of the Year. Former ABC TV News presenter**

“A thunderous congratulations to the ABC and every single employee who has worked hard to shift that dinosaur gender dial! This push towards a fairer, truer representation women does not happen by osmosis or trickle-down. Nor does it just happen with time. It takes concerted effort! Design. And willful determination.

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**Wayne Burns, Executive Director, Centre for Corporate Public Affairs and Adaptive Leadership educator**

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**Nina Goswami, BBC Creative Diversity Lead for 50:50 and News**

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“At the BBC we are proud that our partnership with ABC goes beyond gender. Over the last year we have been piloting how we can use the principles of 50:50 to increase the voice of other underrepresented groups, such as ethnic minorities. The early signs are good and together we will continue to embed this work. As a partnership we will not stop innovating to meet our joint mission: to create content that better reflects our world.”

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## Read more about the 50:50 Equality Project

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[Visit ABC Careers.](#)



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The ABC International Development team uses its media expertise to connect and empower people in the Asia-Pacific region, and globally, to have a voice. [Learn more.](#)

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# More about the 50:50 Equality Project

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## Backstory: What is ABC News' 50:50 Equality Project?

Read about how our 50:50 Project aims to increase the representation of women on ABC News.



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## Achieving 50:50 – the March 2021 Challenge

Read the media release [here](#).



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## Our Team

### Rhiannon Hobbins, 50:50 Equality Co-Lead

As the original 50:50 Lead, Rhiannon set up the gender monitoring work, and is now working with Indigenous staff and culturally diverse staff from across the ABC to devel

strategy for increasing the representation of Indigenous and outer-suburban Australian in ABC stories.



### **Emma Pearce, 50:50 Equality Co-Lead**

Emma is working with ABC Inclusive and other teams across the ABC to develop a strategy for increasing the representation of people with disability and continuing the work to ensure gender balance and the representation of women's view and perspectives in our stories.



### **Gemma Breen, 50:50 Equality Digital Producer**

Gemma Breen is the 50:50 Project's digital producer. As well as creating original content for digital and social platforms, Gemma produces 50:50 content with reporters and producers from across the ABC network to help produce and distribute stories for our audiences. She researches and builds community contacts to help surface issues, find case studies, and help ensure the stories get back to the people we want to reach.



### **Flip Prior, ABC News Audience and Content Development**

Flip Prior is responsible for "Audience and Content Development" in the ABC 5050 Equality team – a broad, creative and strategic role that includes leading experiments with new tools and techniques for storytelling; creating closer relationships with communities outside ABC to inform content; and training News teams in best practice and workshopping/co-developing their ideas – among many other things!





## Ann Cordiner, ABC News Impact Editor

Ann is the Impact Editor for ABC News and works closely with both 50:50 and our content teams. Her job is to help track the value and impact of our content, beyond the traditional digital measures of reach and engagement. We know how many people click on our content and how long they stay but what's the real value for our audience? Ann also examines our key projects, looking at ways we can increase impact by making content that engages specific audiences.



## Rhiana Whitson

Rhiana Whitson is currently a business and personal finance reporter, working part time on 50:50 content for female audiences. She is interested in women's financial security and demystifying business and money matters. You can contact her on [Whitson.rhiana@abc.net.au](mailto:Whitson.rhiana@abc.net.au) or on twitter @rhianawhitson



## Emily Stewart

(Currently on maternity leave 2021)

Emily Stewart has a passion for all things personal finance, and has been working with the 50:50 project since 2019 to provide content that demystifies money for Australian audiences. Emily also authors a personal finance newsletter *Your Money Explained* which shares personal finance and money news from across the ABC directly with the audience every fortnight. (Currently authored by Madeleine Morris while Emily is on maternity leave). You can subscribe [here](#).



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## International Women's Day 2021 – Choose to Challenge

In March 2021, the 50:50 Project team caught up with ABC News editors and producers to ask them how the focus on increasing female representation has changed how their teams tell stories, and why this has been important. You can hear from some of them in this video.



IWD 50:50 project

myABC

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Personal Finance Reporter **Emily Stewart** has been working with the 50:50 team to produce stories about money and personal finance with a focus on helping to build financial literacy for women. She and News Breakfast Business presenter **Madeleine Morris** also produce a regular newsletter, Your Money Explained, delivering practical, timely and unbiased advice from independent experts in stories by economics and finance reporters across ABC. You can subscribe to this, and other great ABC newsletters, [here](#).